

Request For Information (RFI)

Program	Army Acquisition Talent Management Solution (AATMS)
Issued By	Army Contracting Command – Rock Island (ACC-RI) on behalf of Product Lead, Army Acquisition Talent Management Solution (AATMS) under Project Manager (PM) Acquisition, Training & Readiness (AT&R) within Capability Program Executive Enterprise Software and Services (CPE ES2)
RFI Number	AATMS-27-RFI
Submission Instructions	Submit responses in accordance with Section 4.0 <i>*Any submissions that are received by the Contracting Officer after the submission date and time listed below will not be accepted. It is the sole responsibility of the company to ensure that its submission is received in the email inboxes listed above before the submission day and time specified.</i>
RFI Submission Due Date and Time	October 14, 2026, at 1600 Eastern Time
Points of Contact (POCs)	Contracting Officer: Neal L Williams, neal.l.williams.cvi@army.mil Contracting Specialist: Mariah Gabbard, mariah.l.gabbard.civ@army.mil

1.0 Background

The Army Acquisition Talent Management Solution (AATMS) will serve as the Army's enterprise talent management system and data repository for the Army Acquisition Workforce, delivering a single authoritative data environment that integrates workforce management, competency models, analytics, and decision support across the full talent cycle.

AATMS will replace the Career Acquisition Management Portal (CAMP) capability and its core subsystem, the Career Acquisition Personnel and Position Management Information System (CAPPMIS). These legacy enterprise platforms are nearing two decades of continuous operation. This legacy baseline creates severe operational vulnerabilities: poor user interface, high sustainment burdens, lack of direct interoperability with authoritative Army enterprise human resource systems, and excessive administrative friction caused by fragmented, manual workflows and approvals that compromise data integrity.

The Army requires a modern commercial software solution that establishes a secure, intuitive, scalable, and synchronized talent management ecosystem that improves

workforce management, reduces administrative burden, and gives leaders reliable information for talent and readiness decisions.

2.0 Problem Statement

The current CAMP/CAPPMIS environment cannot rapidly assimilate evolving acquisition workforce credentialing frameworks, credential updates, or statutorily mandated policy revisions. Disparate record silos degrade data integrity and deny leadership real-time visibility into workforce readiness.

The Army seeks a commercial, outcomes-focused capability that consolidates acquisition talent functions into an authoritative user hub. The objective is to replace disparate legacy modules with an adaptable, commercially available platform that automates and simplifies workflows, protects and secures workforce information, synchronizes with Army enterprise repositories, and delivers role-tailored dashboards and analytics for leaders, career managers, supervisors, and workforce members.

The following attachments provide additional mission context:

- Attachment 001: Master Requirements List (AATMS Master Requirements List_v1.0_RFI_20261006.xlsx)
- Attachment 002: Workflows (Workflows_wRequirements_Traceability_RFI_20260917.pdf)

3.0 Requirements

AATMS core requirements are characterized as follows:

1. **Commercial Solution Foundation & Adaptability:** Deliver a commercially available, highly configurable, secure platform that meets the requirements in Attachment 001, supports 60,000 users, and minimizes custom code, allowing administrative modification of business rules, career paths, and approval workflows.
2. **Rapid Incremental Delivery:** Deploy a functioning Minimum Viable Capability Release (MVCR) per Department of Defense Instruction (DoDI) 5000.87 supporting core career management workflows into production within twelve (12) months of award and incrementally release capabilities until all requirements are met.
3. **Hosting & Security Posture:** Demonstrate an active pathway to achieve and maintain an Authority to Operate (ATO) at DoD Cloud Computing Security Requirements Guide (SRG) **Impact Level 4 (IL4)** or higher, with native Common Access Card (CAC)/PKI single sign-on authentication.
4. **Authoritative Integration & Migration:** Utilize a modern API-driven integration architecture capable of synchronizing with or potentially leveraging extant capability within Army and DoD enterprise systems (e.g., Army Vantage, IPPS-A) and migrating personnel records from legacy CAPPMIS.

5. **Analytics and Artificial Intelligence:** Implement analytics, decision support, and Artificial Intelligence (AI) capabilities to achieve efficient and effective talent management outcomes.
6. **Operations and Support:** Maximize automated DevSecOps processes and Continuous Integration / Continuous Delivery (CI/CD) pipeline; and minimize Government reliance on vendor maintenance.
7. **Government Purpose Data Rights:** Ensure Government retains full ownership of all data schemas, configurations, workflows, and migrated workforce records without proprietary lock-in.

4.0 Submission Requirements

Respondents shall submit:

- One (1) PDF document via email to the listed Points of Contact before the noted submission date and time. The submitted file shall be named as follows: “<Company Name> Response to AATMS RFI <RFI Number>.pdf”, Font size shall be a minimum of 12 pt. Table and graphic font size shall be no smaller than 10 pt. A one inch margin shall be used. And,
- Attachment 001, with column I filled out by exception only.

Submissions must not exceed **five (5) pages**, excluding the Title Page, Business Status Affirmation, Data Rights Assertions, Excel Attachment 001 referenced in 4.2.b, and must be outlined as follows:

1. **Title Page (Excluded from page count):** Company name, CAGE, UEI, Business Size, Socioeconomic Status, Point of Contact information, Contract/Task Order/Call number/identifier, and primary NAICS code.
2. **Commercial Solution (Included in page count):**
 - a) **Requirements.** Describe how your product/solution would meet each of the Requirements identified in section 3.0.
 - b) **Gaps.** Using Attachment 001, identify gaps (BY EXCEPTION) in Column I (RTM tab) within your commercial product/solution and state how you would approach delivering each gap, including modifications to Army business processes.
 - c) **Schedule.** Provide a high-level schedule, including major phases and swim-lanes to meet the requirement.
 - d) **Rough Order of Magnitude (ROM).** Non-binding ROM aligned to your schedule (item 2c). Identify assumptions and drivers, including, but not limited to development / configuration / customization, data migration, integration, hosting, licensing, support, training.
3. **Contract (Included in Page Count).** Contract recommendations, including contract types, contract vehicles, and other procurement parameters deemed pertinent.

